

2012 Biweekly Employee Cost

Medical Rates

Rates below apply to bargaining units A, C, D, E, F, G, H, K, M, P, & non-bargaining (L): contributing 10% of their base salary.

TIER LEVEL	AVMED POS	AVMED HMO HIGH	AVMED HMO LOW
EMPLOYEE ONLY	\$14.90	\$0.0	\$0.0
EMPLOYEE+ CHILD (REN)	\$285.86	\$180.17	\$169.83
EMPLOYEE + SPOUSE	\$344.54	\$208.35	\$196.42
EMPLOYEE + FAMILY	\$595.59	\$287.77	\$271.36

Rates below apply to non-bargaining employees (L): NOT contributing 10% of their base salary.

TIER LEVEL	AVMED POS	AVMED HMO HIGH	AVMED HMO LOW
EMPLOYEE ONLY	\$16.20	\$0.0	\$0.0
EMPLOYEE+ CHILD (REN)	\$319.43	\$201.33	\$189.74
EMPLOYEE + SPOUSE	\$385.00	\$232.98	\$219.59
EMPLOYEE + FAMILY	\$665.53	\$322.73	\$304.25

Dental Rates

PLAN	TYPE	EMPLOYEE ONLY		EMPLOYEE+1		EMPLOYEE+ FAMILY	
		STD	ENR	STD	ENR	STD	ENR
DELTA	Indemnity Dental	\$0.00	\$4.45	\$14.09	\$22.89	\$31.53	\$45.72
HUMANA-OHS	Prepaid Dental	\$0.00	\$3.14	\$2.42	\$7.65	\$5.65	\$14.32
METLIFE DHMO	Prepaid Dental	\$0.00	\$1.83	\$2.62	\$5.67	\$6.14	\$11.39

Other Plan Rates

OPTIX VISION PLAN		ARAG LEGAL PLAN		FSA ADMINISTRATIVE FEES (Biweekly)	
EMPLOYEE ONLY	\$2.06	EMPLOYEE ONLY	\$7.29	Health Care FSA Only	\$1.98
EMPLOYEE+ 1	\$4.12	EMPLOYEE+ 1	\$9.34	Dependent Care FSA Only	\$1.98
EMPLOYEE+ FAMILY	\$7.57	EMPLOYEE+ FAMILY	\$9.61	Both Health & Dependent Care	\$1.98

METLIFE STD	Premium Per \$100 Weekly Benefit	METLIFE LTD	Premium Per \$100 of Covered Monthly Payroll
Low Option (\$500 max weekly benefit)	\$1.54	Low Option (\$2,000 max monthly benefit)	\$0.26
High Option (\$1,000 max weekly benefit)	\$1.54	High Option (\$4,000 max monthly benefit)	\$0.31

Employees applying for Short/Long Term Disability and Basic Life Insurance during open enrollment

Employees who did not elect the MetLife Short or Long-Term Disability coverage during their initial benefits eligibility, or wish to upgrade to the High Option, enrollment is now subject to medical review. The medical review process also applies to employees re-applying for Basic Life Insurance coverage (e.g. lost coverage for failing to pay premiums during a suspension/personal leave, or transferred from the union plan, etc.). You must now complete the applicable Statement of Health (SOH) form and submit to MetLife for approval. Both SOH forms are available online. STD, LTD and Basic Life Insurance are not effective until approved by MetLife and you are actively at work.